

# OIG Recruitment & Retention Benchmarking Survey Results

## Of the 16 OIG offices that responded to the survey:

All OIG offices have a training budget that provides a range from \$500 to \$1,500 per employee (or more as needed for new staff or for specialized training needs, such as IT training).

Most OIG offices have access to fitness, health and child care centers; provide a public transit subsidy for commuting; have a business casual dress policy; use individual development plans to identify training needs, career goals and developmental projects or assignments; have a maxiflex or compressed work schedules (0-10 hours daily or a 5-4-9 plan) and flexible start and end hours;

About half of the OIG offices are either working on or have in place: a student loan repayment plan, a recruitment bonus plan, a relocation bonus plan, a retention allowance plan, a telecommuting policy; a mentoring program; a management issues workgroup looking into Work/Life/Quality aspects affecting employees; recruitment brochures; and exit interviews.

Less than half of the OIG offices have a maxiplace policy (allow an employee to work at an alternate work location - usually at the employees home); offer accelerated promotions (hire at the GS-5 or GS-7 level and promote to the next grade in six months); offer a buddy system; have accelerated hiring or quick job offer decisions.

Only one OIG office in our survey has pay banding.

## Other

HHS-OIG & OPM-OIG provide an incentive to obtain professional certifications. They provide, subject to availability of funds, 75% to 80% of the cost to take specialized study programs to prepare for a written professional exam. Additionally, both provide administrative leave to study for and to take the exam. We recently learned that the HHS-OIG also uses Special Act Awards for employees passing the CPA exam.

SSA-OIG recently implemented an Ombudsman Program to provide a confidential sounding board on issues and concerns and to seek options for equitable solutions to these issues and concerns.

## Recruitment & Retention Initiatives

What is a successful recruitment or retention initiative? - Most OIGs consider a recruitment successful if the employee stays on board for a period of 3 to 5 years. A number of OIGs conduct employee satisfaction surveys; analyze workforce statistics; and use exit interviews, either formal or informal, structured or unstructured.

Noteworthy recruitment initiative - In a news article, we noted NASA (the agency, not the OIG) was able to improve its declination rate of new hires from 50% to 14% by the use of recruitment bonuses.

No other mechanism was identified or mentioned that would measure the effectiveness of specific initiatives.

## New Employee Perspectives

Why did new hires decide to work at the EPA-OIG? New employees overwhelmingly responded that they like: the flexibilities offered (flexiplace and maxiflex), working in a team, and making a contribution to the Agency (mission in protecting the environment).

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